

HAWAII WING, CIVIL AIR PATROL – 2007-2008 PRIORITIES

FOCUS AREA	PHILOSOPHY	GOALS (Mission Area*)	ACTIONS
Safety	Our members are our most valuable resource, thus safety must always be the first priority for every CAP unit.	1. Weave an attitude of safety into all that we do. (ES, AE, CP)	a. Each unit SE must develop and implement a formal program that provides regular (at least monthly) safety education and training. b. For every activity, a safety officer must be appointed by Unit CC.
Communication	Members want, need and deserve timely and relevant information.	2. Provide various channels of communication to ensure that members feel connected to our organization. (ES, AE, CP)	a. Wing IS will update website regularly. b. Wing PA will publish and distribute Wing newsletter quarterly.
		3. Provide channels and alternatives for communication when conventional technology fails. (ES)	a. Wing DC will investigate feasibility and cost of obtaining sufficient number of sat phones.
Membership Growth and Development	Our members perform important work - they make a difference in our communities – and must feel valued by the organization.	4. Reward and Recognize our members for their efforts. (ES, AE, CP)	a. Unit commanders will timely promote deserving members. b. Unit commanders will timely recommend deserving members for awards and decorations. c. Promotions and awards will be announced; i.e, Wing Commander's monthly message, posting on the Wing website, etc.
	We must concentrate our attention and efforts on recruiting volunteers needed by CAP.	5. Implement Retention & Recruiting Program that enhances membership strength in both quantity and quality. (ES, AE, CP)	a. Each CAP member is responsible for identifying prospective members. b. Unit CC will ensure prospective members' skills and interests address unit needs. c. Unit CC will assign "mentor" to new member. d. Mentors will work with new member during their first ninety days of membership.
	Members want, need and deserve ongoing education and training needed to perform their assigned jobs and to advance.	6. Provide regular training to ensure that all members have the opportunity to gain the basic knowledge needed to perform their jobs and make a contribution to the organization. (ES, AE, CP)	a. Wing ETS: One SLS for 2007 and 2008. b. Wing ETS One CLC for 2008. c. Wing ETS One UCC in 2007. d. Wing CP will plan one Basic Cadet Encampment for 2008.
Legislative Support	We must establish and maintain strong rapport with state legislators to restore funding.	7. Develop a government relations program that: builds upon existing relationships, initiates contact with those not familiar with CAP, and keeps legislators informed about CAP. (ES, AE, CP)	a. Wing GA and Unit CC will canvass members to identify existing relationships with government representatives. b. Wing GA will coordinate regular visits with and reports to government officials.

FOCUS AREA	PHILOSOPHY	GOALS (Mission Area*)	ACTIONS
Organizational Improvement and Compliance	A basic tenet of Quality Improvement is "What gets measured, gets managed."	8. Establish clear goals and expectations for wing staff and squadron commanders that motivates and inspires commanders and staff to strive for excellence. (ES, AE, CP)	a. Wing CC and CS to develop a "report-card" mechanism that tracks and trends key metrics linked to our missions, programs and this plan. b. Wing Staff and squadron commanders will submit quarterly updates to Wing CS. c. Post Report Card results on the website.
	Inspections are a management tool that enhances effectiveness and efficiency and facilitates the identification of best practices to be shared with other units.	9. Conduct SUI at each unit to establish a baseline assessment of the entire wing. (ES, AE, CP)	a. IG will recruit and train a team of inspectors. b. IG will develop a schedule that ensures that each squadron is inspected NLT 30 Aug 2008. c. Summary of results of SUIs will be shared with all unit commanders to enhance learning.
Finance and Resource Deployment	Significant resources are available from NHQ, PACR, State CD, DRMO, etc. HIWG will explore all sources and take full-advantage.	10. Ensure that resource needs are identified and that materials are obtained and appropriately and fairly distributed. (ES, AE, CP)	a. Unit CC will develop and submit wish list to Wing LG by 1 Dec 2007. b. Wing LG will develop consolidated report for review by Wing Finance Committee. c. Wing Finance Committee will prioritize squadron needs. d. Wing LG will identify sources and obtain materials as directed by Wing CC.
		11. Implement Wing Banking Program	a. Wing Administrator and FM to implement Wing Banking NLT 1 Oct 2007. b. Wing to provide financial support to Sqs.
Aircraft Utilization & Mission Readiness	To maintain our current fleet size and to expand it in the future, we must fly more.	12. Provide more missions, educational and training opportunities that increase the number of mission pilots. (ES) 13. Provide more cadet orientation flights. (ES) 14. Strengthen HIWG Tsunami Warning mission capabilities. (ES)	Wing DO/DOS to: a. Update Tsunami Flight Profiles b. Prepare for PACR SAREVAL c. Develop HIWG FRO Procedure. d. O-Flight Procedure e. Check pilot course f. Provide more ICS training g. Update the airplane notebooks h. Training on completing 104's. i. Execute at least 1 exercise per quarter. j. Explore opportunities to expand mission capabilities with state/county "customer base." k. Provide more cadet o-flights.

* Mission Areas: ES = Emergency Services; AE = Aerospace Education; CP = Cadet Programs